

# How to Conduct a Needs Assessment

## ***What is a needs assessment?***

A needs assessment is the process of gathering and examining information to get a clearer and more accurate picture of an issue, challenge, or environment. In this case, the needs assessment will help you better understand the diverse community in which you want to conduct SNAP outreach. This information is gathered through a series of carefully crafted questions that will likely be asked of individuals inside and outside of your organization so that you can get a number of different opinions. The results can be presented as a formal report or an informal document—the key is to summarize the findings accurately.

## ***Why is a needs assessment an important part of SNAP community outreach?***

A needs assessment will help you better understand the challenges facing underserved communities and the barriers that potential clients face in applying for SNAP benefits. It allows for a more indepth and unbiased look at the problem from a wide range of people. This information can provide new insights and answer questions you may have, such as:

- What do we know about the local needs for SNAP outreach?
- Are we reaching out to the neediest groups?
- Which organizations in our community are conducting SNAP outreach, what services do they provide, and how are these services funded?
- Do various groups understand who is eligible for SNAP benefits?
- Which media are most credible among our target populations?
- How do we establish and maintain trust?
- How can we strengthen the effectiveness of current community outreach activities?
- Do our materials appeal to multicultural audiences?
- Are our materials in the appropriate languages? At the sixth grade reading level?
- Are we maximizing relationships with influential people and organizations to reach diverse communities?

Having the facts in hand enables you to set specific goals, develop tailored plans of action, and determine the best use of limited resources. Once you know and understand your audience, it is easier to develop strategies to reach them.



## **Reasons To Conduct a Needs Assessment**

- To learn how other organizations, such as community-based groups or your local SNAP office, might support your outreach efforts.
- To get tried-and-true suggestions that worked with other programs.
- To get insight into what your target audience really thinks and believes about SNAP benefits.
- To help set goals and measure success.
- To understand basic statistical and other information about the needs in your community and the gaps between services and needs in order to identify appropriate strategies to address them.

## How Do I Get Started?

# Step 1 Identify The Community

Through your day-to-day activities, you may have a clear understanding of the population in your community.

If you are new to your position and are not sure which groups to reach, there are many sources that can help you create profiles of key populations in your area to identify which group(s) you want to conduct the needs assessment on, starting with your State SNAP agency and your city's Web site.

## How To Identify the Community You Want To Reach

Start with your State SNAP agency. They may have population profiles of your community. You can find your State SNAP agency at [http://www.fns.usda.gov/snap/contact\\_info/state-contacts.htm](http://www.fns.usda.gov/snap/contact_info/state-contacts.htm).

Other sources include:

*When using demographic information or statistics, be mindful that numbers change. Check yearly or frequently for updates.*

- The Census Bureau (<http://www.census.gov>)
- The U.S. Department of Labor (<http://www.dol.gov>)
- Visit your city's Web site. Here, you'll likely find demographic information on the racial and ethnic groups in your community and average household incomes. If it's not readily available on the Web site, make a few quick phone calls to city agencies requesting the data you want.
- Contact your city's Office on Aging. The Office on Aging should be able to help identify the number of low-income seniors in your community, along with ZIP code data on where they might reside.
- Contact the local department of education to request schools in your community where large numbers of students receive free or reduced-price lunches. In many cases, they can also provide a profile of the students—their racial/ethnic backgrounds and languages that are spoken.
- Contact the local health department and department of social services. Because both of these agencies have specific programs for low-income residents, they can also provide information on underserved groups in your community—where they reside and programs are already in place to serve them.
- Contact your local United Way, whose mission is to help identify community needs and provide funding to support these efforts. The United Way may be willing to share research and other data that it has collected from and about local groups.
- Contact professors or research institutes in local colleges and universities that may be collecting data or conducting research with your target population.
- After compiling this information, a careful review should help you confirm the community/communities you want to assess and reach out to.

## Step 2 Review What You Know

After choosing the population you want to reach, you may find that you already know something about how to reach them with information about SNAP. In fact, you may be aware of many possible solutions. But it's important to go through the process. Ask yourself:

- What other organizations have similar goals and might be willing to work with us to address this need? Don't forget to include your local SNAP office.
- What resources (staff, in-language support, materials) do we have but may not be fully using?
- Has any research been conducted that highlights effective ways of reaching the target population within the community? Can we rely on other work to give us insight and answers?

You may wish to have more than one person in your organization complete the questions to get different opinions and a range of responses.

## Step 3 Draft Questions

Asking the right questions is the key to getting the information for your needs assessment. Accurate information helps you develop the most effective and culturally competent outreach plan.

This is an important step, so take your time to think broadly about the type of information you need. You may want to invite other groups to join you, including members of the communities you wish to target and representatives from culturally specific organizations, to help draft or to review your list of questions. Ask if someone has already done a needs assessment—you may want to build upon their model. While your questions maybe tailored to meet local needs, the following list of questions can act as a guide.



### Stories of Culturally Incompetent Interactions

Could this happen at your organization?

Ms. G. speaks very little English. She knows she could qualify for social services, such as SNAP and WIC, but finds it very difficult to communicate over the telephone, and is frustrated when she shows up in person because she usually must wait until the only bilingual person in the office is free to assist her. Thus, Ms. G. has to ask a friend or one of her older children to make the call or go with her to the office.

A fixed appointment with a bilingual person is one way to help someone like Ms. G. This way she could avoid long waits, which are often difficult when coordinating schedules with others. The office could also arrange to have its bilingual staff person call Ms. G at home at a scheduled time. This is an opportunity to review the application and identify documents Ms. G would need to provide.

## Step 4 Identify Who To Talk To

Once you've created a profile of the group(s) you intend to target and gathered the necessary background information, it's time to speak directly to individuals in the "field." It's these "primary sources" that will help you fine-tune your outreach strategies, avoid potential pitfalls and, hopefully, provide ongoing support. While there are a wide range of people who can participate in the needs assessment, you will want to identify those who will provide the most useful information. Once you've identified the people you want to talk to, revisit the questions to make sure they are appropriate for each group. You may need to reword some questions or eliminate one or two for a specific group.

Examples of influential people:

- Religious leaders
- Representatives of faith-based and community-based organizations
- Business leaders
- Doctors, nurses, and nutrition educators
- State or County SNAP workers
- City, County, State, or Federal workers
- Elected officials at the State and community level
- Schools, teachers, and coaches
- Leaders of age- or race-based or culturally specific organizations that advocate for those groups
- Current SNAP participants
- Opinion/trusted leaders in the identified communities such as promotoras
- People in the community you want to reach, including potentially eligible nonparticipants

## Step 5 Decide How to Collect Info

Some common and effective methods for gathering information include:

- One-on-one interviews with influential community members. These are useful if you are working with a small budget and are already knowledgeable in the area.
- Written questionnaires conducted with influential community members and members of the community at large. While it might be a little more time-consuming to collect and tabulate the data, there are online tools, such as [www.surveymonkey.com](http://www.surveymonkey.com), that make drafting a well-crafted research instrument easy for the beginner and experienced researcher alike. Graduate students in survey research courses may be willing to help you design, collect, and/or analyze information. Establish relationships with professors in local colleges and universities who could help you with this project.



### Stories of Culturally Incompetent Interactions

Could this happen at your organization?

Mr. M. is an independent, 23-year-old young man with a hearing impairment who uses sign language. He also participates in SNAP. He is able to communicate effectively in most day-to-day situations, but one of his parents or an interpreter usually goes with him on appointments to the doctor, or the Medicaid or SNAP office, because staff cannot communicate with him. Recently, he had an appointment at a SNAP office, but work emergencies prohibited either parent from accompanying him. To make matters worse, it was too late to get an interpreter. Mr. M arrived at the office during an extremely busy time—several clients were already waiting for assistance. Realizing that an interpreter was not available and believing that helping Mr. M would be a lengthy process, the staff immediately brushed him off and asked him to come back later when an interpreter was available.

Unfortunately, no one took the time to ask if Mr. M was comfortable communicating in writing, which he was. Sometimes people assume that individuals with physical disabilities are also developmentally delayed or have limited literacy skills. In addition, if an outreach worker had taken the time to ask if there was someone they could call to help interpret, Mr. M would not have had to make another trip. The night before, he had role-played with his parents on how best to respond to any communication problems. Therefore, a quick telephone call to either parent would have enabled Mr. M to get the information he needed.

## Additional Techniques for a More Comprehensive Needs Assessment

Your organization's resources will likely dictate the complexity of your needs assessment. With additional staffing and budget, focus groups and/or literature reviews can help fill in remaining information gaps. If you have the budget but not the time, market research firms can help you; [www.greenbook.org](http://www.greenbook.org) provides an extensive listing of market research firms.

### Focus Groups

These are sessions held with small groups of the target audience. A facilitator, who speaks the same language as the participants, will ask specific questions and the responses will be recorded for later analysis. However, getting individuals to participate in a focus group can take time and may require some sort of incentive for participation, such as meals, transportation costs, or childcare expenses. Your partners can play an important role in helping you stay within your budget by locating facilitators and focus group participants. Focus groups with current participants and eligible nonparticipants can help you get a sense of what community members know and feel about SNAP, as well as resources, barriers, and possible solutions. With current SNAP participants, you can explore their motivations for enrolling and where they received information about the program. In contrast, potential participants may be able to share what they've heard about SNAP, any concerns they have, and outreach methods that might be effective.

### Literature Review

Review existing research about the population of interest and their behaviors, habits, or preferences as they relate to nutrition and/or nutrition programs. The reference desk at your public library may conduct a search for you—free or for very little cost. Of course, many of the documents you're looking for may be found online. Another idea is to seek volunteers at your local university. Often graduate students are looking for research projects to enhance their coursework or gain real-world experience. Another good starting point is the bibliography at the end of this section.

Regardless of the methods you use, the most important part is to listen and respect the insights of people who have access to and understand the populations you want to reach. In the end, your needs assessment will not only ring with a richness that only a diverse, multifaceted group can provide, but will also provide a blueprint for enhancing culturally competent SNAP outreach.



## Free or Low-Cost Sources of Information

- The Food and Nutrition Service's Office of Research, Nutrition, and Analysis (<http://www.fns.usda.gov/fns/research.htm>)
- Local SNAP office or State SNAP agency
- Local or college library
- Local Census Bureau or Census Bureau Web site ([www.census.gov](http://www.census.gov))
- City/County/State health department Web sites and community clinics
- Local United Way or other community funding sources
- Professors in local colleges and universities who conduct research with your target population
- Race-, ethnic-, and/or culturally specific business associations
- Race-, ethnic-, culture-, disability-, and hunger-related advocacy groups